

PAY DIFFERENTIAL 67
INSTITUTIONAL WORKER SUPERVISION PAY (IWSP) DIFFERENTIAL –
UNITS 01, 04, 15, 19, AND EXCLUDED EMPLOYEES

Established: 07/01/92

Revised: 02/01/94, 07/01/01, 01/01/02, 05/31/02, 08/30/02, 12/04/02, 10/31/03

CLASS TITLE	CB/ID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Rank and File:					
Per Attached List in the Following Units: Units 01, 04, 15, and 19	R01	\$325	A	8IWS	See Attached
	R04	\$190			
	R15	\$190	B		
	R19	\$325	A		
Excluded Classes:					
Per Attached List in the Following Units: Units S01, S04, S13, S15, S17, S19 designated classes, and employees designated Confidential, E01, E04, E13 and E17	S01	\$360	A	8IWS	See Attached
	S04	\$210			
	S13	\$385			
	S15	\$210	B		
	S17	\$400	A		
	S19	\$360			
E48 Designated Employees	E48	\$360		81WA	
		\$210		81WB	
		\$385		81WC	
		\$400		81WD	

CRITERIA	
A	<p>Employees having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards, or resident workers who substantially replace civil service employees for a total of at least 173 hours per pay period. This pay differential may also apply to employees having direct supervisory responsibility over incumbents who meet the conditions stated above. Employees must have valid, approved medical clearance on file per PMPPM Section 375.</p> <p>Upon promotion to a higher classification in State service, an employee receiving compensation under this pay differential shall move from their combined salary rate (base salary plus Institutional Worker Supervision Pay [IWSP]) to compute the appointment rate.</p>
B	<p>THE FOLLOWING CRITERIA B IS FOR UNIT 15 EMPLOYEES ONLY, effective 01/01/02.</p> <p>Employees having regular, direct responsibility for work supervision, on-the-job training, and work performance evaluation of at least two inmates, wards, or resident workers who substantially replace civil service employees for a total of at least 173 hours per pay period. This pay differential may also apply to employees having direct supervisory responsibility over incumbents who meet the conditions stated above. Employees must have valid, approved medical clearance on file per PMPPM Section 375.</p> <p>The pay differential shall only be included in overtime calculations for FLSA eligible classes, and shall not be included to calculate NDI or lump-sum vacation, sick and extra leave benefits.</p> <p>Upon promotion to a higher classification in State service, an employee receiving compensation under this pay differential shall move from their combined salary rate (base salary plus Institutional Worker Supervision Pay [IWSP]) to compute the appointment rate.</p>

SECTION 14:**PAY DIFFERENTIALS**

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No
	Yes (ONLY FOR UNITS R15, S15, R04, and S04)

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
	Yes (ONLY FOR FLSA)
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

RANK-AND-FILE CLASSIFICATIONS ELIGIBLE FOR IWSP

Pursuant to Personnel Management Policy and Procedures Manual, Section 375 (Medical Clearance), employees must have valid, approved medical on file to receive IWSP.

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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R01

Accountant I (Specialist)	4177	All Departments	07/01/92
Audio-Visual Assistant	2819		
Audio-Visual Assistant (CF)	2860		
Audio-Visual Specialist (CF)	2861		
Audio-Visual (Specialist) (Technical)	2838		
Business Service Officer I (Specialist)	4720	Prison Industry Authority	07/01/00
Business Services Assistant (Specialist)	4707	Prison Industry Authority Only Duel Vocational Institution Only	09/01/97 10/31/97
Correctional Case Records Specialist	1152	All Departments	07/01/92
Institution Artist/Facilitator	5658		
Management Services Technician	5278		
Staff Services Analyst	5157	California State Prison, Sacramento, Plant Operations Only; and Folsom State Prison, Plant Operations Only	02/01/99
		California Men's Colony, Plant Operations Only; and California Rehabilitation Center, Plant Operations Only	07/01/01
Television Specialist	5571	All Departments	07/01/92

R04

Account Clerk II	1733	All Departments	07/01/92
Accounting Technician	1741		
Library Technical Assistant (Safety)	1318		08/30/02
Medical Transcriber	1177		07/01/92
Office Assistant (General)	1441		
Office Assistant (Typing)	1379		
Office Technician (General)	1138		
Office Technician (Typing)	1139		
Program Technician	9927		12/01/96
Program Technician II	9928		
Program Technician III	9929		
Property Controller I	1550		07/01/92
Property Controller II	1549		
Secretary	1176	California Rehabilitation Center, Narcotic Addict Evaluation Authority, Only	05/31/02
Senior Account Clerk	1730	All Departments	07/01/92
Stock Clerk	1509		

SECTION 14:**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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U04

Library Technical Assistant I *	1307	All Departments	07/01/92
Office Services Supervisor I (General)*	1141		07/01/92
Office Services Supervisor I (Typing)*	1148		

R15

Assistant Seamer	2079	All Departments	07/01/92
Baker I	2223		
Baker I, CF	2224		
Baker II	2220		
Baker II, CF	2221		
Barber, CF	2086		
Barbershop Manager	2083		
Beauty Shop Manager	2091		
Butcher-Meat Cutter II, CF	2245		
Cook Specialist I	2185		
Cook Specialist II	2184		
Cook Specialist I, CF	2187		
Cook Specialist II, CF	2186		
Food Service Worker I	2194		
Food Service Worker I, CF	2196		
Food Service Worker II	2193		
Food Service Worker II, CF	2195		
Housekeeper	2043		
Janitor	2011		
Janitor, CF	2006		
Janitor Supervisor I	2003		
Janitor Supervisor I, CF	2005		
Launderer	2119		
Launderer Assistant	2122		
Laundry Worker Assistant	2123		
Laundry Worker	2116		
Laundry Worker, CF	2117		
Seamer	2076		
Seamer, CF	2077		
Supervising Cook I	2181		
Correctional Supervising Cook (Correctional Facility)	2183		

U15

Food Service Supervisor I *	2258	All Departments	07/01/92
Laundry Supervisor I, CF *	2114		
Laundry Supervisor II, CF *	2111		

* Split Classification: Only employees designated rank and file who meet the criteria specified in the DPA Pay Scales, Section 16, are eligible for IWSP; excluded employees who meet the criteria under the provisions of Alternate Range Criteria 40 are eligible for movement to the appropriate alternate range of their classification.

SECTION 14:**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
R19			
Catholic Chaplain	9916	All Departments	07/01/92
Catholic Chaplain (Intermittent)	9917		
Clinical Dietician	2167		
Clinical Dietician, CF	9279		06/15/93
Food Administrator I	2152		07/01/92
Industrial Therapist	8310		
Jewish Chaplain	9919		
Jewish Chaplain (Intermittent)	9920	All Departments	07/01/92
Music Therapist	8314		
Muslim Chaplain	9768		
Muslim Chaplain (Intermittent)	9769		
Native American Spiritual Leader	9912		
Native American Spiritual Leader (Intermittent)	9913		
Occupational Therapist	8288		
Occupational Therapist, CF	9280		06/15/93
Protestant Chaplain	9922		07/01/92
Protestant Chaplain (Intermittent)	9923		
Psychiatric Social Worker	9870		
Psychiatric Social Worker, CF	9282		06/15/93
Psychiatric Social Worker (Health Facility)	9868		07/01/92
Psychologist (Clinical)	9849		
Psychologist – Clinical, CF	9283		06/15/93
Psychologist (Health Facility – Clinical)	9860		07/01/92
Psychologist (Health Facility – Counseling)	9838		
Psychologist (Health Facility – Educational)	9835		
Psychologist (Health Facility – Experimental)	9841		
Psychologist (Health Facility – Social)	9858		
Psychometrist	9855		01/01/93
Psychometrist, CF	9285		06/15/93
Recreation Therapist	8317		07/01/92
Recreation Therapist, CF	9286		06/15/93
Rehabilitation Therapist, State Hospitals (Art)	8414		07/01/92
Rehabilitation Therapist, State Hospitals (Dance)	8423		
Rehabilitation Therapist, State Hospitals (Music)	8311		
Rehabilitation Therapist, State Hospitals (Occupational)	8289		
Rehabilitation Therapist, State Hospitals (Recreation)	8312		
Senior Occupational Therapist	8281		
Senior Occupational Therapist, CF	9346		06/15/93
Senior Psychologist, CF (Specialist)	9287		06/15/93
Senior Psychologist (Health Facility) (Specialist)	9839		07/01/92
Staff Psychologist – Clinical	9847		
Staff Psychologist – Clinical, CF	9290		06/15/93

SECTION 14:**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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U19

Senior Psychologist *	9840	All Departments	07/01/92
Senior Psychologist, CF *	9289		06/15/93

EXCLUDED CLASSIFICATIONS ELIGIBLE FOR IWSP

Pursuant to Personnel Management Policy and Procedures Manual, Section 375 (Medical Clearance), employees must have valid, approved medical on file to receive IWSP.

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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S01

Accountant I (Supervisor)	4180	All Departments	02/01/94
Correctional Case Records Manager	1146		
Correctional Case Records Supervisor	1149		
Medical Record Director	1864		
Hospital General Services Administrator I	4755		
Hospital General Services Administrator II	4754		

S04

Office Services Supervisor II (General)	1150	All Departments	02/01/94
Senior Medical Transcriber	1178		
Supervising Program Technician I	9924		
Supervising Program Technician II	9925		

U04

Library Technical Assistant I	1307	All Departments	02/01/94
Office Services Supervisor I (General)	1141		
Office Services Supervisor I (Typing)	1148		

S15

Clothing Center Manager	2066	All Departments	02/01/94
Dry Cleaning Plant Supervisor	7200		

U15

Food Service Supervisor I	2258	All Departments	02/01/94
Food Service Supervisor II	2256		
Janitor Supervisor II, CF	2004		
Janitor Supervisor III, CF	2000		
Janitor Supervisor II	2002		
Janitor Supervisor III	2001		
Laundry Supervisor I	2113		
Laundry Supervisor I, CF	2114		

* See Split Classification information on page 14.67.4.

SECTION 14:**PAY DIFFERENTIALS**

CLASS TITLE	CLASS CODE	DEPARTMENT	DATE AMENDED
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U15 - Continued

Laundry Supervisor II	2110		02/01/94
Laundry Supervisor II, CF	2111		
Supervising Cook I	2181		
Correctional Supervising Cook (Correctional Facility)	2183		12/04/02
Supervising Cook II	2180		02/01/94
Supervising Cook II, CF	2182		
Supervising Housekeeper I	2040		
Supervising Housekeeper II	2039		

S17

Supervising Registered Nurse (Forensic Facility)	8096	All Departments	02/01/94
Supervising Registered Nurse	8161		
Supervising Registered Nurse I, CF	9317		

S19

Senior Psychologist (HF) Supervisor	9831	All Departments	02/01/94
Senior Psychologist, CF (Supervisor)	9288		
Chief Psychologist, CF	9859		

U19

Senior Psychologist	9840	All Departments	02/01/94
Senior Psychologist, CF	9289		